

National Compensation Survey

Technical Note

The National Compensation Survey (NCS) program provides information on the average hourly earnings for occupational groups and individual occupations for approximately 80 metropolitan areas and 70 nonmetropolitan counties. The survey covers establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, and public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services); and State and local governments. Agriculture, private households, and the Federal government are excluded from the survey.

Survey design

For each survey area, the first stage of sample selection employs a technique that uses a probability proportional to employment size to select the sample of establishments to be studied. That is, larger establishments, in terms of employment size, will have a greater chance of selection than smaller establishments. Weights are then applied to each establishment so that the data collected can represent units of similar industry and employment size that were not selected for collection. The second stage of sample selection is a probability sample of occupations within a sampled establishment. As with the selection of establishments, the selection of jobs within an establishment is also through sampling using probability proportional to size. Jobs are then classified into occupations based on their duties. A selected job may fall into any one of about 480 occupational classifications. In the last step, the work level of each selected occupation is determined using a "generic leveling" process. Using identical criteria, generic leveling ranks and compares all occupations based on duties and responsibilities.

Presentation of data

The individual survey bulletins provide tabulations on the

earnings of workers in a variety of occupational groups, specific occupations, and a wide range of work levels. Also contained in the bulletins are information on the NCS program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology. Earnings are defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following forms of payments are not considered part of straight-time earnings: shift differentials, premium pay for overtime and for work on holidays and weekends; bonuses not directly tied to production; uniform and tool allowances; free room and board; and payments, such as tips, made by third parties.

Metropolitan areas

All agencies that collect and publish data for metropolitan areas use the most recent definitions of metropolitan areas established by the Office of Management and Budget. A Metropolitan Statistical Area (MSA) is defined in terms of entire counties, except in the six New England States, where they are defined in terms of cities and towns. If an area has a population greater than 1 million and meets certain other requirements specified in the *Federal Register*, it is termed a Consolidated Metropolitan Statistical Area (CMSA).

Additional information

For additional information regarding the NCS, please contact the Division of Compensation Data Analysis and Planning, 2 Massachusetts Ave. NE, Room 4175, Washington, DC 20212-0001.

Telephone: (202) 691-6199

Internet: <http://stats.bls.gov/comhome.htm>

TABLE C-1. Mean hourly earnings¹ for selected occupations, all workers, all industries, selected areas,² March 2000

Occupation ³	Bloomington, IN	Grand Rapids- Muskegon- Holland, MI	Lincoln, NE	New Orleans, LA	Rochester, NY
ALL WORKERS	\$14.67	\$15.37	\$14.41	\$14.33	\$17.88
All workers, excluding sales	14.93	15.39	14.56	14.47	18.29
WHITE COLLAR	17.87	19.05	17.02	17.30	21.08
White collar, excluding sales	18.68	19.67	17.56	17.99	22.16
Professional specialty and technical	23.12	23.64	20.73	21.73	24.46
Professional specialty	27.19	26.39	22.69	24.20	27.07
Engineers, architects, and surveyors	—	28.36	25.39	29.94	28.80
Petroleum engineers	—	—	—	35.09	—
Electrical and electronic engineers	—	—	—	—	25.83
Industrial engineers	—	28.42	—	—	—
Engineers, n.e.c.	—	29.85	—	30.54	31.54
Mathematical and computer scientists	—	22.96	25.43	—	27.89
Computer systems analysts and scientists	—	22.65	25.39	—	27.89
Natural scientists	—	—	—	33.42	—
Health related	30.12	23.97	—	21.12	22.19
Registered nurses	—	22.33	—	21.17	20.30
Teachers, college and university	—	—	—	31.09	—
Teachers, except college and university	21.72	28.82	23.83	23.73	31.42
Prekindergarten and kindergarten	—	—	—	24.97	—
Elementary school teachers	—	31.70	29.37	25.96	33.32
Secondary school teachers	—	33.47	26.58	25.73	32.01
Teachers, special education	—	—	—	24.55	29.95
Teachers, n.e.c.	—	29.54	—	—	32.17
Substitute teachers	—	11.50	—	—	—
Vocational and educational counselors	—	—	—	—	26.53
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	32.94
Social, recreation, and religious workers	—	20.90	11.37	12.50	19.75
Social workers	—	22.60	11.37	12.70	19.15
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	16.88	14.39	20.41	17.58
Professionals, n.e.c.	—	—	—	23.75	—
Technical	14.86	15.54	14.63	15.40	18.62
Clinical laboratory technologists and technicians	—	—	—	15.31	—
Radiological technicians	—	—	—	16.72	—
Licensed practical nurses	—	14.08	12.83	12.63	13.61
Health technologists and technicians, n.e.c.	—	—	—	13.81	—
Electrical and electronic technicians	—	—	—	17.00	16.33
Engineering technicians, n.e.c.	—	—	16.98	—	—
Technical and related, n.e.c.	—	—	—	13.32	—
Executive, administrative, and managerial	24.92	27.65	23.45	26.84	30.89
Executives, administrators, and managers	29.05	30.79	25.53	30.28	38.35
Administrators and officials, public administration	—	—	—	33.14	—
Financial managers	—	42.68	32.60	—	36.76
Administrators, education and related fields	—	37.08	—	31.82	28.85
Managers and administrators, n.e.c.	26.20	29.09	21.78	35.90	41.94
Management related	—	22.48	18.17	22.52	20.51
Accountants and auditors	—	20.93	—	20.91	18.08
Other financial officers	—	—	—	—	16.24
Personnel, training, and labor relations specialists	—	—	—	22.71	18.37
Management related, n.e.c.	—	28.10	14.74	21.22	23.22

See footnotes at end of table.

TABLE C-1. Mean hourly earnings¹ for selected occupations, all workers, all industries, selected areas,² March 2000—Continued

Occupation ³	Bloomington, IN	Grand Rapids- Muskegon- Holland, MI	Lincoln, NE	New Orleans, LA	Rochester, NY
WHITE COLLAR—Continued					
Sales	\$8.79	\$15.09	\$11.29	\$12.16	\$10.21
Supervisors, sales	—	—	14.67	—	—
Sales workers, other commodities	8.09	—	—	—	7.74
Cashiers	6.60	9.69	6.53	5.95	6.60
Administrative support, including clerical	10.98	12.05	10.82	11.05	12.30
Supervisors, general office	—	—	—	14.60	—
Secretaries	—	12.64	11.55	11.94	12.89
Typists	—	—	—	—	11.70
Receptionists	—	9.72	8.09	8.81	9.96
Order clerks	—	—	11.16	—	14.59
Library clerks	—	—	—	—	13.04
Records clerks, n.e.c.	—	—	—	8.73	—
Bookkeepers, accounting and auditing clerks	—	12.67	11.23	10.60	11.75
Payroll and timekeeping clerks	—	—	—	10.09	—
Billing clerks	—	12.04	—	9.28	11.47
Dispatchers	—	—	—	14.15	—
Production coordinators	—	12.56	—	—	—
Traffic, shipping and receiving clerks	—	—	9.35	10.94	9.72
Stock and inventory clerks	—	11.40	—	8.34	—
Investigators and adjusters, except insurance	—	—	—	—	12.47
General office clerks	—	10.86	9.77	9.76	11.32
Data entry keyers	—	—	8.72	—	11.22
Teachers' aides	—	11.39	—	10.35	8.37
Administrative support, n.e.c.	10.34	12.95	9.88	9.92	10.01
BLUE COLLAR	12.86	13.85	12.66	13.40	14.94
Precision production, craft, and repair	15.91	18.50	15.12	17.44	18.38
Supervisors, mechanics and repairers	—	—	—	27.17	—
Automobile mechanics	—	—	—	14.13	—
Bus, truck, and stationary engine mechanics	—	—	—	—	17.79
Industrial machinery repairers	—	17.21	—	—	—
Mechanics and repairers, n.e.c.	—	—	13.16	14.63	20.34
Supervisors, construction trades, n.e.c.	—	—	—	21.10	—
Electricians	—	—	—	15.36	—
Supervisors, production	—	21.67	18.89	26.19	20.33
Tool and die makers	—	21.50	—	—	—
Water and sewer treatment plant operators	—	—	—	11.14	—
Machine operators, assemblers, and inspectors	—	12.65	12.22	11.86	14.25
Grinding, abrading, buffing, and polishing machine operators	—	10.91	—	—	—
Fabricating machine operators, n.e.c.	—	13.86	15.03	—	14.24
Molding and casting machine operators	—	10.72	—	—	—
Packaging and filling machine operators	—	14.08	—	—	—
Painting and paint spraying machine operators	—	12.58	—	—	—
Miscellaneous machine operators, n.e.c.	—	11.44	12.38	10.91	14.42
Welders and cutters	—	—	13.25	14.57	—
Assemblers	—	12.24	9.98	—	11.33
Production inspectors, checkers and examiners ..	—	13.07	—	—	16.33
Transportation and material moving	14.36	13.28	12.34	11.49	13.08
Truck drivers	—	12.96	12.14	10.23	10.47
Bus drivers	—	13.38	—	12.47	13.58

See footnotes at end of table.

TABLE C-1. Mean hourly earnings¹ for selected occupations, all workers, all industries, selected areas,² March 2000—Continued

Occupation ³	Bloomington, IN	Grand Rapids- Muskegon- Holland, MI	Lincoln, NE	New Orleans, LA	Rochester, NY
BLUE COLLAR—Continued					
Transportation and material moving—Continued					
Industrial truck and tractor equipment operators ..	—	\$12.95	\$12.24	\$11.51	—
Handlers, equipment cleaners, helpers, and laborers	\$11.46	10.89	9.64	9.02	\$10.38
Groundskeepers and gardeners, except farm	—	—	—	7.10	—
Helpers, construction trades	—	—	—	8.67	—
Construction laborers	—	—	—	8.15	—
Stock handlers and baggers	8.24	10.16	7.86	8.76	8.41
Machine feeders and offbearers	—	10.96	—	—	—
Freight, stock, and material handlers, n.e.c.	—	—	9.39	11.14	11.64
Hand packers and packagers	—	—	—	—	8.76
Laborers, except construction, n.e.c.	—	—	12.58	9.33	9.60
SERVICE	8.42	9.31	9.01	7.70	11.49
Protective service	—	17.87	12.88	10.35	18.24
Supervisors, police and detectives	—	—	—	16.20	—
Firefighting	—	16.83	—	11.03	—
Police and detectives, public service	—	20.32	—	12.83	20.68
Sheriffs, bailiffs, and other law enforcement officers	—	—	—	8.86	—
Correctional institution officers	—	—	—	8.97	—
Guards and police, except public service	—	—	—	7.37	10.83
Food service	5.69	6.47	6.66	5.44	8.08
Waiters, waitresses, and bartenders	3.43	3.84	3.54	3.55	9.97
Waiters and waitresses	2.13	3.24	3.39	3.27	—
Other food service	6.63	8.53	7.96	6.96	7.60
Supervisors, food preparation and service	—	—	11.90	—	—
Cooks	7.30	8.53	8.14	8.02	—
Kitchen workers, food preparation	—	7.43	—	—	9.09
Food preparation, n.e.c.	6.64	7.67	6.79	6.84	7.40
Health service	8.99	9.70	9.47	7.42	10.55
Health aides, except nursing	—	—	—	—	14.44
Nursing aides, orderlies and attendants	8.94	9.62	9.47	7.11	9.46
Cleaning and building service	9.78	10.96	8.10	7.52	10.44
Maids and housemen	—	—	—	6.46	—
Janitors and cleaners	9.78	11.91	8.12	8.45	10.14
Personal service	7.75	9.17	7.16	8.65	9.08
Attendants, amusement and recreation facilities ..	—	—	—	6.93	—
Early childhood teachers' assistants	—	8.93	7.38	—	—
Service, n.e.c.	6.34	—	—	8.51	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, deferred income payments, and deadhead pay. Excluded are shift differentials, premium pay for overtime, vacations, and holidays, nonproduction bonuses, uniform and tool allowances, room and board, third party payments, on-call pay, and tips. The mean is computed by totaling the pay of all workers weighted by hours and dividing by the number of workers.

² The average payroll month for the selected areas was March 2000.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into 1 of 9 major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately. n.e.c. means "not elsewhere classified."

TABLE C-2. Mean hourly earnings¹ by occupational group and level,² all workers, selected areas,³ March 2000

Occupational group ⁴ and level	Bloomington, IN	Grand Rapids- Muskegon- Holland, MI	Lincoln, NE	New Orleans, LA	Rochester, NY
ALL	\$14.67	\$15.37	\$14.41	\$14.33	\$17.88
All excluding sales	14.93	15.39	14.56	14.47	18.29
WHITE COLLAR	17.87	19.05	17.02	17.30	21.08
Level 1	—	8.85	6.27	6.41	7.40
Level 2	8.80	9.93	7.43	8.07	7.87
Level 3	8.76	10.62	8.46	10.36	10.32
Level 4	9.94	12.50	9.96	10.97	11.63
Level 5	11.37	14.15	11.68	15.24	13.70
Level 6	14.16	15.50	12.21	17.65	15.99
Level 7	17.51	19.54	18.07	18.47	18.51
Level 8	19.12	26.87	21.09	22.57	22.38
Level 9	24.27	26.53	23.67	24.00	26.51
Level 10	—	27.94	23.71	34.37	26.79
Level 11	—	31.98	32.33	31.46	29.33
Level 12	—	36.95	33.41	36.01	41.68
Level 13	—	—	—	50.14	45.29
Level 14	—	—	—	—	55.13
Not able to be leveled	—	15.37	24.07	19.58	—
White-collar excluding sales	18.68	19.67	17.56	17.99	22.16
Level 1	—	—	—	7.90	8.59
Level 2	9.63	9.68	7.93	8.43	9.19
Level 3	8.80	10.96	8.85	10.56	10.53
Level 4	10.17	11.93	10.15	10.59	11.86
Level 5	11.44	13.89	11.64	15.34	13.74
Level 6	14.10	15.32	12.19	15.31	15.98
Level 7	17.47	19.88	18.22	18.52	18.16
Level 8	19.12	26.87	21.09	22.57	22.24
Level 9	24.27	26.32	23.67	23.93	26.51
Level 10	—	27.94	24.37	34.37	26.93
Level 11	—	32.15	32.04	31.46	29.33
Level 12	—	36.95	33.41	36.01	41.69
Level 13	—	—	—	50.14	45.29
Level 14	—	—	—	—	55.13
Not able to be leveled	—	15.37	24.07	19.58	—
Professional specialty and technical	23.12	23.64	20.73	21.73	24.46
Professional specialty	27.19	26.39	22.69	24.20	27.07
Level 5	—	13.31	—	18.86	14.67
Level 6	—	13.70	10.48	15.48	18.01
Level 7	—	24.70	17.88	18.89	19.60
Level 8	—	29.00	23.82	23.35	23.75
Level 9	24.45	27.14	25.18	24.63	30.06
Level 10	—	—	—	37.78	—
Level 11	—	32.69	31.30	30.46	28.32
Level 12	—	33.59	—	38.03	—
Level 13	—	—	—	47.87	—
Not able to be leveled	—	—	—	15.42	—
Engineers, architects, and surveyors	—	28.36	25.39	29.94	28.80
Level 9	—	27.92	23.72	—	27.11
Level 11	—	—	—	30.32	30.15
Mathematical and computer scientists	—	22.96	25.43	—	27.89
Natural scientists	—	—	—	33.42	—
Health related	30.12	23.97	—	21.12	22.19
Level 6	—	—	—	17.63	—
Level 7	—	—	—	22.45	18.15
Level 8	—	—	22.83	20.37	20.12

See footnotes at end of table.

TABLE C-2. Mean hourly earnings¹ by occupational group and level,² all workers, selected areas,³ March 2000—Continued

Occupational group ⁴ and level	Bloomington, IN	Grand Rapids- Muskegon- Holland, MI	Lincoln, NE	New Orleans, LA	Rochester, NY
WHITE COLLAR—Continued					
Professional specialty and technical—Continued					
Professional specialty—Continued					
Health related—Continued					
Level 9	—	\$24.14	—	\$23.95	\$23.14
Teachers, college and university	—	—	—	31.09	—
Level 11	—	—	—	38.17	—
Teachers, except college and university	\$21.72	28.82	\$23.83	23.73	31.42
Level 5	—	10.54	—	20.15	—
Level 6	—	15.76	—	—	—
Level 8	—	32.20	21.37	26.03	30.29
Level 9	—	36.27	—	—	32.11
Level 11	—	—	—	—	30.35
Librarians, archivists, and curators	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	32.94
Social, religious, and recreation workers	—	20.90	11.37	12.50	19.75
Level 6	—	—	—	—	17.25
Level 7	—	—	—	12.69	19.21
Level 9	—	24.91	—	—	—
Lawyers and judges	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	16.88	14.39	20.41	17.58
Technical	14.86	15.54	14.63	15.40	18.62
Level 3	—	—	—	9.19	—
Level 4	—	—	10.48	12.41	14.35
Level 5	—	13.35	11.79	13.64	13.68
Level 6	—	15.43	—	15.24	16.08
Level 7	—	20.69	—	17.68	15.98
Level 8	—	—	—	16.91	18.21
Level 9	—	—	—	19.17	—
Executive, administrative, and managerial	24.92	27.65	23.45	26.84	30.89
Level 5	—	—	—	—	14.59
Level 6	—	—	—	16.34	18.14
Level 7	—	17.49	19.61	19.95	17.15
Level 8	—	24.49	20.53	19.43	21.32
Level 9	—	25.40	22.11	24.80	21.50
Level 10	—	—	24.65	—	27.59
Level 11	—	31.93	32.83	32.84	31.38
Level 12	—	38.17	—	—	—
Level 13	—	—	—	—	45.35
Not able to be leveled	—	—	—	37.66	—
Executives, administrators, and managers	29.05	30.79	25.53	30.28	38.35
Level 6	—	—	—	16.42	—
Level 8	—	25.38	—	—	—
Level 9	—	25.81	22.11	22.87	—
Level 10	—	—	—	—	31.25
Level 11	—	33.30	32.63	33.01	35.60
Level 12	—	39.57	—	—	—
Not able to be leveled	—	—	—	40.55	—
Management related	—	22.48	18.17	22.52	20.51
Level 5	—	—	—	—	14.59
Level 6	—	—	—	16.28	—
Level 7	—	—	—	18.68	18.31
Level 8	—	—	—	—	21.25
Level 9	—	24.47	22.12	27.38	20.64

See footnotes at end of table.

TABLE C-2. Mean hourly earnings¹ by occupational group and level,² all workers, selected areas,³ March 2000—Continued

Occupational group ⁴ and level	Bloomington, IN	Grand Rapids- Muskegon- Holland, MI	Lincoln, NE	New Orleans, LA	Rochester, NY
WHITE COLLAR—Continued					
Executive, administrative, and managerial—Continued					
Management related—Continued					
Level 11	—	—	—	—	\$24.51
Sales	\$8.79	\$15.09	\$11.29	\$12.16	10.21
Level 1	—	—	—	5.68	6.46
Level 2	6.29	—	—	—	—
Level 3	—	9.62	6.21	—	—
Level 4	—	—	8.29	12.90	—
Level 8	—	—	21.05	—	—
Administrative support, including clerical	10.98	12.05	10.82	11.05	12.30
Level 1	—	—	—	7.90	8.59
Level 2	9.79	9.68	7.93	8.45	9.28
Level 3	8.81	10.82	8.89	10.66	10.58
Level 4	10.34	12.02	10.13	10.28	11.51
Level 5	12.43	13.38	11.19	13.95	13.14
Level 6	—	15.88	12.46	14.49	14.68
Level 7	—	14.96	16.90	17.11	18.53
BLUE COLLAR	12.86	13.85	12.66	13.40	14.94
Level 1	7.09	8.43	6.71	7.02	7.87
Level 2	—	11.05	8.94	9.23	10.78
Level 3	—	13.52	9.66	10.34	11.15
Level 4	13.23	13.39	12.32	11.79	13.43
Level 5	15.85	14.45	12.21	15.34	14.79
Level 6	—	17.63	15.31	17.65	15.15
Level 7	17.71	19.86	17.61	16.93	17.23
Level 8	—	20.72	—	22.64	21.14
Level 9	—	—	22.35	27.63	—
Precision production, craft, and repair	15.91	18.50	15.12	17.44	18.38
Level 3	—	—	—	9.76	12.36
Level 4	—	14.51	—	11.66	—
Level 5	—	15.25	11.93	16.24	13.29
Level 6	—	19.44	—	18.38	15.53
Level 7	17.79	20.45	17.40	16.81	18.77
Level 8	—	20.72	—	22.93	21.38
Level 9	—	—	22.37	—	—
Machine operators, assemblers, and inspectors	—	12.65	12.22	11.86	14.25
Level 1	—	8.58	—	—	—
Level 2	—	10.91	9.92	9.52	11.30
Level 3	—	13.47	8.39	9.51	10.65
Level 4	—	13.12	12.50	12.41	13.25
Level 5	—	13.61	12.82	—	15.88
Level 6	—	15.65	14.99	—	—
Level 7	—	—	18.33	17.35	—
Transportation and material moving	14.36	13.28	12.34	11.49	13.08
Level 1	—	—	—	8.79	—
Level 2	—	10.82	—	9.69	11.73
Level 3	—	14.48	9.49	11.00	12.92
Level 4	—	—	12.66	11.63	14.32

See footnotes at end of table.

TABLE C-2. Mean hourly earnings¹ by occupational group and level,² all workers, selected areas,³ March 2000—Continued

Occupational group ⁴ and level	Bloomington, IN	Grand Rapids- Muskegon- Holland, MI	Lincoln, NE	New Orleans, LA	Rochester, NY
BLUE COLLAR—Continued					
Transportation and material moving—Continued					
Level 5	—	\$15.82	—	—	—
Handlers, equipment cleaners, helpers, and laborers	\$11.46	10.89	\$9.64	\$9.02	\$10.38
Level 1	7.09	8.22	6.80	6.77	7.81
Level 2	—	11.75	8.21	8.63	10.51
Level 3	—	12.66	10.23	10.34	10.77
SERVICE	8.42	9.31	9.01	7.70	11.49
Level 1	6.39	6.63	6.30	5.77	7.37
Level 2	7.15	6.25	6.88	7.04	10.16
Level 3	9.19	9.11	7.68	7.13	10.33
Level 4	9.70	12.85	8.76	8.36	12.11
Level 5	—	13.05	11.42	9.15	14.32
Level 6	—	15.90	12.11	12.51	18.10
Level 7	—	16.34	—	20.70	18.72
Level 8	—	—	—	15.96	—
Level 9	—	21.52	—	12.91	—
Protective service	—	17.87	12.88	10.35	18.24
Level 2	—	—	—	7.07	—
Level 3	—	—	—	8.33	9.89
Level 4	—	—	—	10.99	—
Level 5	—	—	—	11.23	—
Level 6	—	18.45	—	12.20	—
Level 7	—	19.93	—	14.59	21.22
Level 8	—	—	—	15.62	—
Level 9	—	19.25	—	12.91	—
Food service	5.69	6.47	6.66	5.44	8.08
Level 1	6.33	5.37	6.16	5.29	6.51
Level 2	4.71	4.64	4.70	5.12	8.98
Level 3	—	8.06	6.07	6.09	10.59
Level 4	—	—	7.47	5.99	—
Health service	8.99	9.70	9.47	7.42	10.55
Level 2	—	—	—	6.88	10.60
Level 3	—	9.42	8.88	7.46	9.57
Level 4	—	—	—	—	10.74
Cleaning and building service	9.78	10.96	8.10	7.52	10.44
Level 1	—	9.36	6.75	6.11	8.46
Level 2	—	11.69	7.85	8.20	9.64
Level 3	—	11.46	—	8.27	15.21
Personal service	7.75	9.17	7.16	8.65	9.08
Level 1	6.09	—	—	5.21	—
Level 2	—	—	6.68	—	—
Level 3	—	8.77	—	6.03	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, deferred income payments, and deadhead pay. Excluded are shift differentials, premium pay for overtime, vacations, and holidays, nonproduction bonuses, uniform and tool allowances, room and board, third party payments, on-call pay, and tips. The mean is computed by totaling the pay of all workers weighted by hours and dividing by the number of workers.

² Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, and others. Points are assigned based on the occupation's ranking

within each factor. The points are summed to determine the overall level of the occupation.

³ The average payroll month for the selected areas was March 2000.

⁴ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into 1 of 9 major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately. n.e.c. means "not elsewhere classified."